



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Nashville Area Office  
220 Athens Way, Suite 350  
Nashville, TN 37228  
(629) 236-2240  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 11/20/2023

To: Henry McGowan  
6609 Old Nashville Hwy  
Murfreesboro, TN 37129

Charge No: 494-2023-03333

EEOC Representative and email: CHRISTOPHER WILLARD  
Investigator  
[Christopher.Willard@eeoc.gov](mailto:Christopher.Willard@eeoc.gov)

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### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign-in to the EEOC Public Portal and upload the court complaint to charge 494-2023-03333.

On behalf of the Commission,

Digitally Signed By: Edmond Sims  
11/20/2023

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Edmond Sims  
Acting District Director

received  
11/20/23



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